



# ***Military Equal Opportunity (MEO)***

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## ***Command Managed Equal Opportunity (CMEO)***

### **Reference:**

**Navy Harassment Prevention and Military Equal Opportunity  
Program Manual OPNAVINST 5354.1H**

**Chief (b) (6)**



## ***Military Equal Opportunity (MEO)***

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- All service members are entitled to an equal opportunity in an environment free from Harassment, SH and Discrimination.
- The goal of the CMEO program is to promote an environment free from personal, social, or institutional barriers. This includes retaliation, hazing, and bullying.



# ***CMEO Umbrella***

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## **Discrimination : Protected Basis**

- Race
- Color,
- Religion
- Sex (including gender identity)
- National origin,
- Sexual orientation.

## **Types of Harassment**

- Hazing
- Bullying
- Retaliation
- Reprisal
- Stalking
- Wrongful Broadcast or Distribution of Intimate Visual Images

## **Sexual Harassment**

## **Available topics for group discussions**

- Communicating Across Differences
- Cultural Awareness

**\*\* We give recommendations to leadership to help address and resolve climate concerns**



# ***SH/EO Defined***

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## **Sexual Harassment**

- Unwelcome sexual advances,
- Requests for sexual favors,
- Verbal or physical conduct of a sexual nature constitute sexual harassment.

## **Prohibited discrimination and Discriminatory Harassment**

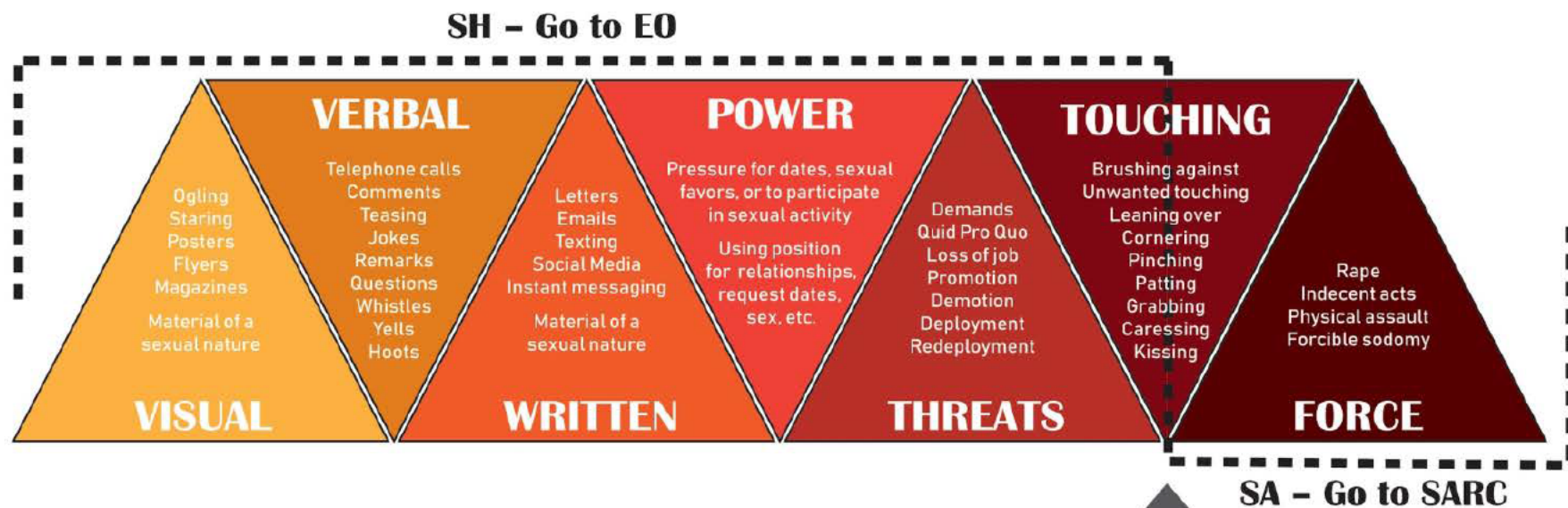
- Treating a person unfavorable because of a person protected basis religion, national origin.

## **Harassment**

- A form of harassment that is unwelcome conduct based on race, color, religion, sex (including gender identity), national origin, or sexual orientation.



# Continuum of Harm



NOTE: This area of overlap may need to see either EO or SARC for assistance; but shall start with the SARC if there is any sexual contact or attempted sexual contact.



# ***Effects***

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## **Individual:**

- Decline in job satisfaction, performance, motivation, and morale
- Impacted mental wellbeing, focus, and overall health
- Impaired relationships

## **Organizational:**

- Lower productivity and performance
- Damaged reputation
- Decreased mission effectiveness



# ***Reporting Options***

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- **Informal Report:** An allegation of SH, harassment or unlawful discrimination submitted orally or in writing to a member in a position of authority in the chain of command for resolution
- **Formal Report:** An allegation of harassment or unlawful discrimination that is submitted in writing through **CMEO via NAVPERS 5354/2**
- **Anonymous Report:** Information received by the commander of the organization, regardless of the means of transmission, from an unknown or unidentified source, of allegations of harassment or unlawful discrimination. The individual reporting the information is not required to divulge any personally identifiable information.



## ***Be an Active Bystander***

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- **Look for and identify** unacceptable behavior
- **Speak up:** Be a change agent
- **Discourage victim blaming** – social stigma reinforces the problem





# ***Address Strategies***

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- **Direct Approach**
  - See something, say something to offender
- **Third Party Approach**
  - See something, say something to the offender  
but with help from someone else
- **Indirect Approach**
  - See something, ask for help from someone else



# ***Expectation***

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*Treat everyone with  
dignity and respect at all  
times.*



# *Questions?*

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Keep the Conversation Going!

If you want a discussion topic to improve the climate, reach out to us; We can personalize available topics for your group discussions.



# ***USNA Team EO/SH Reps***

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**Brigade CMEO – Chief** (b) (6)

Bancroft Hall Rm (b) (6) - Ph: 3- (b) (6)

**Command CMEO: Chief** (b) (6)

Bancroft Hall: Ph: 3 (b) (6) (b) (6)

**Command Climate Specialist - Senior** (b) (6)

Larson Hall Rm (b) (6) – Ph: 3- (b) (6): (b) (6)